

B. Com. Semester IV
Industrial Psychology - Syllabus

Unit	Title	Details of Topic
Unit I	Introduction	Nature and Meaning of Industrial Psychology, Role of Industrial, Psychology, Organizational Attitude
Unit II	Motivation at work	Motivation & work behavior. (Theory X and Y, McClelland's, Need Theory, Herzberg's Two Factor Theory, Cultural Differences in Motivation)
Unit III	Work Teams & Groups	Groups & work teams, Group Behavior, Group formation & development
Unit IV	Decision Making by Individuals & Groups	Decision making process, individual influences, group decision process.
Unit V	Organizational Design & Structure	Key organizational design process, Structural differentiations, Forces reshaping organizations
Unit VI	Leadership	Leadership vs Management, Leadership Theories, Emerging issues in Leadership
Unit VII	Organizational Culture	Functions of organizational culture, Organizational Socialization, Assessing Cultural Values and Fit, Cross Cultural issues
Unit VIII	Managing Change	Forces for change in Organization, Resistance to change, Lewin's Change Model
Unit IX	Personality and Organization	Meaning, Application of Personality theory in organization, traits, Common personality measurement tools
Unit X	Emerging Trends	Complexity, challenges and choices in the future

Books Recommended:

1. Nelson, Quick and Khandelwal, ORGB : An innovative approach to learning and teaching Organizational Behaviour. A South Asian Perspective, Cengage Learning, 2012
2. Luthans, Fred, Organizational Behavior, McGraw Hill 2008
3. Udai Pareek, Understanding Organizational Behavior, Oxford University Press
4. Robbins, Stephen, Organizational Behavior, Prentice Hall, India